



Attachment 'B'
Code of Conduct Guidelines and Disciplinary Procedures

The League Code of Conduct ("Code of Conduct") is in place to assist in ensuring the safety and enjoyment of all players, officials and supporters in particular it relates to their conduct and behaviour. Clubs are required to ensure that all members receive a copy of the Code of Conduct.

1. Guidelines

1.1 The Code of Conduct shall not conflict in any way with the rules governing "Reportable Offences" (19.2 of Laws of Australian Football), The League Order-Off Rule or Citations. On-field offences shall be solely governed as such. A charge made for a reportable offence will take priority over a reported breach of the Code of Conduct (in the same incident). As such, an individual may not be penalised under the National Match Tribunal Guidelines NSW/ACT system and the Code of Conduct, it must be one system or the other.

1.2 Any player, official or supporter bringing a club into disrepute, irrespective of the cause, shall be entitled to one warning for what would be considered a 'Level 1' breach. Further such indiscretions or a more serious violation that warrants a stronger response or remedy commensurate with the seriousness of the breach of the Code of Conduct shall be dealt with in the following manner:

A 'complaint' may be made by:

1.2.1 An authorised club official on behalf of the club and any of its members

1.2.2 The League Committee directly

1.2.3 Officiating umpires (on Umpire Match Report Form)

1.3 All complaints shall be referred to the League Committee. Complaints directly to the League will be accepted within three business days of an alleged indiscretion.

1.4 Any breach reported will be initially assessed by the League Committee. Where the League Committee is of the opinion that a person may have committed a Code of Conduct breach, whether on the basis of an investigation, video evidence or otherwise, the League Committee may impose a Level 1 breach; refer the matter to the Conduct Committee for hearing and determination. The League Committee may also dismiss a complaint or dismiss a complaint and determine it to be frivolous.

1.5 Should the League Committee or Conduct Committee determine a complaint made by a club or club official to be frivolous, a fee of \$250 will be imposed upon that club.

1.6 Individuals and Clubs will be notified via their Club President/Secretary in writing of any case to answer and the time and date of a convened hearing. Those requested to attend a convened hearing into the matter are compelled to attend or have a representative attend in their place.

1.7 The following is indicative of the form of response that may occur:

Breach	Description	Remedy	Referred
Level 1	Minor Indiscretion	Individuals name recorded; counselling, mediation or apology if appropriate; official warning	Usually Not
Level 2	More serious infraction or repetition (within 3 years)	Suspended sentence or loss of membership rights; possibly the assigning of the individual to a mentor program by the League; counselling, mediation or apology	Yes

		as necessary; suspended fine for club	
Level 3	Serious Infraction or 'third strike' (third Level 1 or second Level 2 within 3 years)	Any of the above; OR potential suspension or removal of membership rights of an individual; fines and/or loss of competition points to a club/team	Yes

1.8 Indiscretions may be accounted for partly by an individual and partly by the club in which they are related to. As such penalties may potentially be apportioned to either an individual or club or shared. Clubs may be held partially responsible for the conduct of members and non-member supporters.

Promoting the Code of Conduct

1.9 All members must be given a copy of the Code of Conduct.

1.9.1 All players must be given a copy and sign (via registration form)

1.9.2 All coaches must be given a copy and sign (re-registration required each year)

1.9.3 All officials must be given a copy and sign the block 'Club Officials Code of Conduct Form' each year. Form should be submitted before Round 1. Those who cite and sign the form are to include committee, runners, team managers, match day officials and any other recognised support persons.

1.9.4 A copy must be available on each Club's website

1.9.5 A copy must be in a prominent position in the following locations: on canteen wall, in front of canteen; in the home and visitors change rooms; and at entrances to public toilets.

1.9.6 The League will provide clubs with an initial supply of A4 signs and a large corflute sign to be displayed outside a club's canteen.

Code of Conduct Sign-Off

1.10 Players, officials and parents of Under 18 players are expected to sign off on the following key statements regarding behaviour and expectations involved supporting the Code of Conduct via their registration form or the 'Club Officials Code of Conduct Form':

Player

- I hereby agree that I am bound by the rules, by-laws and policies of the club, the league and the AFL NSW/ACT Commission as amended from time to time
- I acknowledge that my failure to adhere to these rules may result in deregistration
- I declare that this information is true and correct.
- I have received and understand my responsibilities under the League's Code of Conduct.

Parents/Caregivers

- I hereby consent to the registration of my child with this League.
- I acknowledge that I have been provided with and understand the Code of Conduct of this League. I hereby agree to abide by the Code of Conduct and agree to observe and obey the Code of Conduct and all rulings made by the League that relate to me. I understand that the League may withdraw or suspend my child's registration to play in this League shall I fail to comply with the Code of Conduct and/or any rulings of the League shall I breach these Codes.

Coaches

- I hereby agree that I am bound by the rules, by-laws and policies of the club, the league and the AFL NSW/ACT Commission as amended from time to time.
- I acknowledge that my failure to adhere to these rules may result in deregistration.
- I declare that the information is true and correct.
- I have received and understand my responsibilities under the League's Code of Conduct.

Club Officials

- By signing this form I acknowledge that I have received and understand my obligations under the League's Code of Conduct as an official of an affiliated club. I also agree to abide by the rules, regulations and by-laws that govern this competition.

Ground Manager Responsibilities

1.11 In maintaining the League's Code of Conduct, the Ground Manager's shall:

1.11.1 Liaise with club officials as requested (from either the home or visiting club) to help identify and find details for the alleged offender(s), those affected and any witnesses.

1.11.2 Where an incident appears to represent a minor breach, the Ground Manager may issue a warning to any person that they may be close to breaching the Code of Conduct.

1.11.3 Where a formal complaint is warranted, the Ground Manager shall advise the affected club to submit a formal complaint to the League Committee and follow the guidelines as described in paragraph 1.2 of the Code of Conduct Guidelines.

1.11.4 They shall ensure that appropriate signage (provided by the League) is maintained and clearly visible at the venue's canteen and in each change-room.

1.12 The Ground Manager should also assist the Umpires upon request to:

1.12.1 Identify and obtain the details of any supporter, member or non-member spectator that they believe to be an offender or witness to a breach.

1.12.2 Identify and obtain the details of any club official or member that they believe to have been involved in a reportable offence where the umpire has not been able to ascertain the individual's identity.

1.13 Club Officials must co-operate in assisting the Ground Manager upon request to identify and obtain details for any member or supporter belonging to their club. Where it is believed that a Club Official has not co-operated appropriately, it will be considered a Level 2 breach.

2. Conduct Committee

2.1 The Conduct Committee is an independent committee whose duties are to determine and adjudicate upon such matters that the League Committee may from time to time refer.

2.2 The League Committee shall appoint the Conduct Committee, of not less than three members which may consist of a combination of the following: a representative from the independent Tribunal Panel, a representative from the League Committee or its nominee(s) and/or an independent Club President.

2.3 The Conduct Committee will meet on the first Wednesday evening after all relevant parties can be notified of the hearing date and time and any formal investigations completed.

3. Scope and Powers of the Conduct Committee

3.1 The Conduct Committee will operate under the same processes and rules as the Tribunal and section 16.2 to 16.7 of the by-laws

3.2 Decisions may be appealed under the same processes and rules of the Tribunal

3.3 The tribunal representative will chair all Conduct Committee hearings and ensure tribunal procedures are followed.

3.4 The Conduct Committee has the power to dismiss or change the grading of a breach, as well as postpone a hearing as they deem necessary in relation to the evidence produced.

3.5 Penalty options at the disposal of the Conduct Committee may include:

3.5.1 Appoint a mentor to an individual for a time nominated by the Conduct Committee and/or undergo some form of remedial counselling.

3.5.2 Impose that the individual must participate in a remedial program (e.g. Club Umpiring for a period of time determined by the Conduct Committee).

3.5.3 Ask for an apology to be given.

3.5.4 Enforce a process of mediation between aggrieved parties with particular outcomes to be achieved.

3.5.5 Revoke a player or coach's registration to play/coach for a period of time as determined by the Conduct Committee.

3.5.6 Revoke a child's/associated player's position to play for a period of time as determined by the Conduct Committee in the case of a parent/spectator.

3.5.7 Ban an individual from admission to any recognised League event and venue.

3.5.8 Ban an individual from holding any post as an official, administrator or committee person in the League.

3.5.9 Deduct Club of the Year Award points for the season in which the indiscretion has taken place.

3.5.10 Impose a fine on a club (may be up to but not exceeding \$1000).

3.5.11 Impose the loss of 'competition points' upon a team/club.

Impose a suspended penalty of any of the above.

Per By-Law 2.22: A third violation/breach of the League's Code of Conduct within three years in any capacity as player, coach, official and/or spectator will bring about an automatic revocation of the player's permit to play and/or coach's permit to coach for a time to be determined by the Conduct Committee.

3.6 Penalties may be imposed in any combination of the above guidelines.

3.7 Failure to comply with any penalty handed down by the Conduct Committee may result in a greater penalty being determined for the individual/club.

